

(Insert your school's Community Standard Policy here)

Sample Community Standards Policy

The teacher is expected to live up to the ethical standards set by the school society's statement of faith, constitution and by-laws. These expectations are rooted in Christian tradition and the Biblical values that the school community wishes to exemplify in the modeling teachers provide to their students. A breach of the community standards expectations can be cause for termination of contract.

The principal is expected to immediately confer with a teacher if a serious ethical breach has been observed or if a breach is reported to verify if it actually occurred. (This may supersede the normal complaint procedure of the complainant going to the source if a student's welfare is at risk.) The following lifestyle expectations are considered important for teachers of the school:

1. Involvement in a local Christian church.
2. Attendance of children (K-12) at a Christian school or in a Christian alternative educational program (e.g., homeschool, Christian DL school, etc.)
3. Respects the traditional view of marriage as that of one man and one woman exchanging vows before God, the church and the community (co-habitation before marriage is unacceptable).
4. Makes every effort possible to work at bringing healing to a struggling marriage relationship that has the potential to end up in separation and/or divorce. Agrees a formal divorce is needed before commencing dating.
5. Avoids sexual misconduct such as adultery when married or sexual relationships when single.
6. Demonstrates respect for life from the time of conception to death.
7. Demonstrates respect for all members of the community (students, teachers, administration, Board)
8. Avoids harassment of any members of the school community based on gender, same gender attraction, race, political views or religion.
9. Refrains from accessing any type of pornographic and sexually explicit material.
10. Refrains from the use of illegal drugs
11. Refrains from the abuse of alcohol, prescription /over-the-counter drugs, drunkenness and impaired driving.
12. Refrains from engaging in criminal activity or civil wrongdoing.

Process for dealing with a lifestyle indiscretion requires the principal to:

1. Ensure all facts are recorded and signed off by the teacher.
2. Meet with the Board and determine a course of action:
 - a. Allow the teacher to give an account of his or her behaviour to three Board members and the principal.
 - b. The Board determines at its discretion whether to terminate employment for cause in accordance with this agreement or take other action as deemed appropriate by the Board at its discretion.
 - c. The teacher may access dispute resolution in accordance with this agreement.